



Understanding the art and science of leading a search process, QTI will partner with Village of Kronenwetter to find their next Village Administrator.

## Overview of The QTI Group

- Established in 1957.
- Executive search practice was added in 1996.
- Full-suite of HR services: professional and executive search, compensation and total rewards consulting, Hogan leadership assessments, and flexible staffing solutions.
- 60+ employees driven by our core values of Quality, Talent, and Integrity.

## Why QTI

- Extensive executive search experience.
- Strong understanding of the local, state, and national job market.
- Robust service offerings including guidance on compensation competitiveness and assessments to ensure role and culture fit.
- Access to a broad array of search tools, robust research, and national QTI networks to attract qualified, diverse talent.
- Collaborative partnerships and transparent communication.
- Consistent, confidential, caring, and equitable candidate experience.
- Diversity recruitment expertise including three diversity-certified recruiters on staff.
- Superior results. 100% success rate in retained search arrangements and candidates we place stay in their role.

For more details on QTI's proposal for the Village of Kronenwetter and our Executive Search practice, please reference the provided deck.

Please contact [Casey Liakos](#) at 612.209.8255 with any questions.

## Executive Search Process

QTI's search consultants will create and lead a comprehensive process tailored to the Village of Kronenwetter's needs, ensuring a successful Village Administrator search. Our five-step process includes:

- Planning:** Understand the role, analyze organizational structure and culture, and align expectations and strategic direction. Develop Opportunity Profile and related marketing materials.
- Active Search & Interview:** Leverage our deep Midwest and national networks, diversity recruitment strategies, robust research, and broad array of search tools to recruit candidates. Interview and evaluate candidates via phone or zoom.
- Selection:** Create detailed profiles of top candidates, present a slate of qualified candidates, conduct first-round and final-round interviews, and assess final candidates using Hogan.
- Hiring:** Conduct thorough reference and background checks, facilitate decision-making, and provide expert negotiation assistance.
- Transition:** Support Village of Kronenwetter's transition plan and be a resource for the selected candidate during the transition and onboarding process.

## Comprehensive Pricing Breakdown

Executive Search Fees	
Monthly Search Fee	\$2000/month <i>Any previously paid search fee will be deducted from total search fee at the end of the search.</i>
Total Search Fee	25% of a placed candidate's first-year total targeted cash compensation, including base salary, signing bonus, estimated annual performance bonus, and any other cash incentives.
Pre-Employment Screening (Optional)	
Advanced Background Screening	\$100/candidate
Credit Check Only	\$25/candidate
Hogan Leadership Assessment (Optional)	\$1,100 per Hogan assessment administered.
Compensation Consulting (Optional)	\$750-\$1500